



## Whistleblowing procedure

This document has been drawn up by the company in order to set the rules for reporting and processing of reports concerning irregularities (e.g. corruption, fraud, money-laundering, terrorist-financing, discrimination, harassment or deliberate misconducts with regard to health, safety and environment matters as well as data security and privacy) and rules about protection of persons reporting Irregularities.

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**Full version of the policy is an internal information, not publicly disclosed.**